

Minneapolis VA Medical Center
Nursing Services
September 2009

Student Nurse Technician 3 (SNT-3) Position Description

Application Requirements

- Must hold a certificate of CNA
- Must be enrolled in a BSN program
- No clinical experience is required

Program Overview

- Responsible for providing direct patient centered observation
- Works under the direct supervision of the Registered Nurse
- Clinical care of the patients correlates to previous clinical experience and competency validation
- After completing one year of clinical training in a school of nursing, s/he may become an SNT-4
- At completion of his/her education, training and graduation, VA employment will end

Employment Status

- Temporary intermittent
- No health, retirement, shift/holiday differentials, or vacation/sick benefits
- May earn weekend differential and overtime

Scheduling

- Self-scheduling and flex scheduling options are available
- May work up to 40 hours per week
- Minimum work requirements are determined by the Nurse Manager
- One weekend (2 shifts) minimum per month required for local students
- The SNT-3 should facilitate periodic discussions with the Nurse Manager regarding academic requirements and scheduling needs
- The Nurse Manager/Nursing Office reserves the ability to cancel or re-assign the SNT-3

Assignments

- Primary role will be special observation (sitting) with 1-2 patients who may otherwise be restrained
- If the assignment includes 2 patients, both patients will be in the same room
- May also assist with ADLs, patient safety interventions and vital signs with assigned patient (s) only
- Documentation will not be required except for report to the RN
- Will work with an accountable RN who will most likely have additional patients
- Will not be assigned to patients on suicide precautions or head injury precautions

Education

- The SNT-3 may attend TCHP classes on own time with approval of Education Service. No AA permitted .

Functions/Competencies

Allied nursing functions are defined as direct and indirect activities related to patient care as appropriately assigned by the RN.

- Adheres to VA and nursing policies.
- Uses information management technologies
 - Accurately documents information
 - Protects confidentiality of patient information
- Provides patient information to the RN for inclusion in the patient's plan of care
- Provides patient health education as directed by the RN
- Completes assignment, reports to supervising RN when assignment has been completed or when unable to complete activities
- Safely performs the following functions:
 - Assists with hygienic/activities of daily living care under the supervision of the RN
 - Performs CPR
- Assists with care to patients on Special Observation under the direction of the RN
- Performs duties recognizing issues of cultural diversity and stages of development

Function/Competency Element I

Safety is defined as adherence to safety guidelines in accordance with MVAMC policy, the safe utilization of equipment, and the reporting of unsafe/unhealthful working conditions or unsafe equipment.

- Recognizes, reports, and takes appropriate action for changes in patient condition including emergencies.
- Utilizes standard precautions and adheres to isolation precautions.
- Maintains a safe/clean work environment
- Demonstrates appropriate action in emergency environmental situations
- Utilizes equipment in a safe manner
- Reports unsafe equipment and/or working conditions to appropriate individuals
- Completes mandatory safety training/annual reviews
- Utilizes continuum of patient safety interventions.

Function/Competency Element II

Interpersonal Communication is defined as the demonstration of positive people skills in interactions which reflect caring, service orientation, professionalism, understanding, helpfulness, and concern toward patients, visitors, and other VA employees.

- Delivers care to patients in a respectful and non-judgmental manner
- Maintains patient's right to privacy and confidentiality
- Communicates in a courteous and respectful manner

- Uses appropriate channels of communication
- Attends unit-based staff meetings
- Follows verbal and/or written instructions
- Accurately conveys and receives information through either verbal and /or written communication
- Maintains appropriate boundaries with patients, families, and VA employees
- Respects all forms of diversity
- Uses organizational channels (including Ethics Committee) to seek personal and ethical conflict resolution
- Adheres to policy on uniform/dress code

